

## POLICE AND FIRE

### COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

#### Section I: Agreement Details

Public Employer:	Borough of Haddon Heights	County:	Camden
Employee Organization	Haddon Heights Policemen's Benevolent Association	Employees in Unit:	328
Base Year Contract Term:	1/1/2012	12/31/2014	New Contract Term
Base Year Contract Term:	1/1/2015	12/31/2018	

Type of Settlement:  Arbitrator's Award  Fact-Finder Recommendation  Voluntary Settlement

#### Section II: Statutory Definition of Base Salary

**N.J.S.A. 34:13A-16.7(f):** Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs		New Base Year - Total Costs	
	Column A (Last Year of Previous agreement)	Column B (First Year of Successor agreement)	Column C Non-salary Economic Outside Base Salary	Column D Non-salary Economic Inside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$962,890		\$1,020,548	
Increment .....		N/A		N/A
Longevity .....				
<b>Section IV: Additional Costs</b>				
List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item 1 .....		\$8,000		\$12,000
Item 2 .....				
Item 3 .....				
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet				
<b>Section V: Totals - Sum of costs in each column</b>				
Total Economic Base Year(previous agreement)	\$962,890	\$8,000	\$1,020,548	\$12,000
(Total Economic) Section III & IV		(Total Non-salary Economic)		(Total Non-salary Economic)

#### Section VI: Analysis of new successor agreement

Total Economic Base Year(previous agreement) \$962,890

Effective Date (mid/yy)	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Percent Increase .....	5.98	6.60	6.60	5.78
Actual dollar increase .....	\$57,658	\$67,414	\$71,868	\$67,066
Total Economic Costs (successor agreement) .....	\$1,020,548	\$1,087,962	\$1,159,830	\$1,226,896

#### Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)

6.24

Dollar Impact (average per year over term of agreement)

\$66,002

#### Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan .....	\$258,856	\$170,916
Employee Contributions .....	\$64,642	\$70,846
Prescription .....	\$4,177	\$4,177
Dental .....	\$658	\$658
Vision .....	\$323	\$323

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.*

#### Section IX

Prepared by:

Christie Elmet

Print Name

*Christie Elmet*

Date:

*9-11-15*

Send completed & signed form, a signed and dated copy of contract, signed and dated certification as well as a word processing version of contract to [contracts@penc.state.nj.us](mailto:contracts@penc.state.nj.us)